

# Ruodan Zhang

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Education	<p><b>Indiana University-Bloomington</b> Ph.D., Public Affairs, expected May 2020. Major Fields: Public Management, Public Policy Analysis Minor Field: Nonprofit Management Committee: Jill Nicholson-Crotty, Matthew Baggetta, Sean Nicholson-Crotty, Brad Fulton Dissertation: "Three Essays on Nonprofit-Government Interactions and the Effects on Citizen Participation"</p> <p><b>Indiana University-Bloomington</b> M.P.A., Policy Analysis, Nonprofit Management, May 2015.</p> <p><b>The University of Hong Kong</b> Bachelor of Social Sciences, June 2012. Majors: Politics and Public Administration, Philosophy</p>
Research/Teaching Interests	Public and Nonprofit Management, Organizational Theory, Volunteerism, Civic Participation, Advocacy, Leadership, Diversity, Public Policy Analysis
Publications	<p>Walk, M., <b>Zhang, R.</b> &amp; Littlepage, L. (2019). "Don't you want to stay?" The impact of training and recognition as HR practices on volunteer turnover. <i>Nonprofit Management &amp; Leadership</i>, 29(4), 509-527, DOI: 10.1002/nml.21344</p> <p>Jung, H. &amp; <b>Zhang, R.</b> (2017). Impact evaluations in South Korea and China. <i>Asian Journal of Political Science</i>, 25:3, 328-349, DOI: 10.1080/02185377.2017.1373685</p>
Awards and Fellowships	<p><b>O'Neill Outstanding Teaching Award for Associate Instructor</b> O'Neill School, Indiana University, 2019</p> <p><b>Roy W. Shin Fellowship</b> O'Neill School, Indiana University, 2019</p> <p><b>Social Impact Doctoral Fellow</b>, University of Pennsylvania, 2019</p> <p><b>Best Reviewer Award</b>, the Public &amp; Nonprofit Division (PNP) The Academy of Management, 2019</p> <p><b>American Political Science Association Conference Travel Grant</b>, APSA, 2019</p> <p><b>Departmental conference travel grants</b> O'Neill School, Indiana University, 2016-present</p> <p><b>Doctoral Fellowship Seminar A</b>, ARNOVA, 2019</p> <p><b>Diversity Scholars Award</b>, ARNOVA, 2016-2017</p> <p><b>Hatfield Resident Fellowship</b> (Finalist), Portland State University, 2015</p> <p><b>HKU Worldwide Undergraduate Student Exchange Scholarship</b> The University of Hong Kong (HKU), 2011</p> <p><b>Serena Yang Award</b>, Global Citizenship Summer Institute Faculty of Social Sciences, HKU, 2010</p>

Manuscript Under Review	Zhang, R., Haohan Chen, & Jill Nicholson-Crotty. "A new bureaucratic effect: Does government funding to nonprofit organizations crowd out or crowd in volunteers?"
Works in Progress	<p>Zhang, R. "Persistence in adversity: Why do protesters in China respond to state control differently?"</p> <p>Zhang, R. &amp; Brad Fulton. "Sometimes it takes time: The impact of leadership diversity on organizational financial performance and survival."</p> <p>Zhang, R. &amp; Marlene Walk. "Racial diversity and volunteer retention."</p> <p>Zhang, R. "Who speaks truth to power for nonprofit organizations?: The organizational choice between volunteers and paid staff in lobbying activities."</p> <p>Henshel, D., Andrew Bredeson, Bennet Brabson, Jelling Lai, &amp; Ruodan Zhang. "The role of energy and environment in State Sustainability Indices."</p>
Non-refereed Report	Walk, M., Littlepage, L., <b>Zhang, R.</b> , Bowers, M., Harden, S., & Scott, C. (2017). <i>A Report on Volunteer Retention for the Boy Scouts of America, Crossroads of America Council</i> . Public Policy Institute, Indianapolis (IN).
Conference Presentations	<p>"Managing diversity in volunteerism" with Marlene Walk. The Public Management Research Conference. Chapel Hill, North Carolina, June 14, 2019.</p> <p>"Managing resources and legitimacy: The impact of leadership diversity on non-profit survival" with Brad Fulton. The 79th Annual Meeting of the Academy of Management. Boston, Massachusetts, August 11, 2019.</p> <p>"Does government funding to public charities crowd out or crowd in volunteers?" with Haohan Chen, and Jill Nicholson-Crotty. The Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. Austin, Texas, November 17, 2018. The American Political Science Association Annual Conference. Washington, D.C., August, 2019.</p> <p>"Persistence in adversity: Why do protesters in China respond to state control differently?" The International Society for Third-Sector Research (ISTR) 13th International Conference. Amsterdam, the Netherlands, July 13, 2018. ARNOVA. Austin, Texas, November 16, 2018.</p> <p>"Leadership diversity and organizational survival in a changing world" with Brad Fulton. ISTR 13th International Conference. Amsterdam, the Netherlands, July 12, 2018.</p> <p>"Who survives repression? Understanding mobilization and repression of environmental protests in China." The Midwest Political Science Association Annual Conference. Chicago, Illinois, April 6, 2017.</p> <p>"The role of energy and environment in State Sustainability Indices" with Diane Henshel, Andrew Bredeson, Bennet Brabson, and Jelling Lai. The Western Economic Association International 13th International Conference. Santiago, Chile, January 4, 2017.</p> <p>"Making volunteering decisions under constraints: A contingency approach to understanding episodic volunteering." ARNOVA. Washington, D.C., October 16, 2016.</p>

Other Research Experience	<p><b>O'Neill School, Indiana University-Bloomington</b>  Research Assistant: Brad Fulton, 2015-2017  Research Assistant: Anh Tran, 2015  Research Assistant: Haeil Jung, 2015</p> <p><b>Department of Politics and Public Administration,  The University of Hong Kong</b>  Research Assistant: Helen K. Liu, 2011-2012  <i>Mapping Social Service Networks in Hong Kong</i></p>
Teaching	<p><b>O'Neill School, Indiana University-Bloomington</b>  Instructor of Record, <i>V348 Management Science</i>,  Fall 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019 (in progress)</p> <p>Guest Lecturer, <i>V336 Management Concepts &amp; Applications II</i>,  Fall 2017: "Introduction to the Nonprofit Sector"</p> <p>Guest Lecturer, <i>N525 Management in the Nonprofit Sector</i>,  Fall 2017: "Ethics" (MPA-level)</p> <p>Teaching Assistant to Sarah Larson, <i>K300 Statistical Techniques</i>, Spring 2014</p>
Service	<p><b>Reviewer</b>, <i>Nonprofit Management &amp; Leadership</i>,  <i>PNP Division of the Academy of Management 2019 Annual Meeting</i></p> <p><b>Professional Development Chair</b>, 2017/2018  <b>Conference Committee</b>, 2016/2017  <b>Organizer</b>, Acting for Presentation Workshop Series, 2017  Association of SPEA Ph.D. Students, Indiana University</p> <p><b>Faculty Facilitator</b>, Big Questions Program, Office of First Year Experience Programs, Indiana University, 2018</p> <p><b>Student Representative</b>, Strategic Planning Committee, Division of Residential Programs and Services (RPS), Indiana University, 2018-2019</p> <p><b>Treasurer</b>, Apartment Community Council, RPS, Indiana University, 2016-2017  <b>Treasurer</b>, Student Staff Development, RPS, Indiana University, 2016-2017</p> <p><b>Vice President</b>, 2017-present  <b>Treasurer</b>, 2014-2017  Apartment &amp; Family Student Council, Indiana University</p> <p><b>Reviewer</b>, Grameen Foundation Fellowship Review Committee, 2013</p>
Professional Memberships	<p>Association for Research on Nonprofit Organizations and Voluntary Action  Public Management Research Association  The Academy of Management  International Society for Third-Sector Research  American Political Science Association  Midwest Political Science Association  Association of Public Policy Analysis and Management</p>

Professional Experience	<p>Associate, Yinzhou Women's Federation, Ningbo, China May 2013 – July 2013</p> <p>Project Associate, Teneo Strategy (Beijing Office), Beijing, China November 2012 – January 2013 <i>Planned and coordinated the Rockefeller Foundation's centennial event Global Health Summit "Dreaming the Future of Health for the Next 100 Years" in Beijing, China</i></p> <p>Intern, Grameen Foundation USA (Hong Kong Office) June 2011 – November 2011 <i>Participated in the translation of the "Grameen Guidelines" and the creation of China's 1st Poverty Scorecard</i></p> <p>Intern, World Vision International (Honghe Project Office) June 2010 – July 2010</p>
Languages and Skills	<p>Chinese (native), Cantonese (fluent), English (fluent)</p> <p>L<sup>A</sup>T<sub>E</sub>X, Qualtrics, R, SAS, Stata</p>

## References

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